

Don't miss this seminar! The **Tennessee Human Rights Commission's 2005 Employment Law Seminar** promises to be this year's best. Top employment law experts will bring you up-to-date with practical discussions about the latest changes in employment law.

This conference offers two tracks. **Track I** addresses legal topics, exploring recent changes in employment law and Supreme Court decisions and how they affect you and your employer. **Track II** focuses on the application of the law and implementing effective workplace policies and procedures. Attendees are free to participate in classes from either track. In these highly interactive sessions lead by veteran employment law attorneys, human resource professionals, and civil rights activists, you will learn about new cases and laws that have made the greatest impact on employment in the past year.

Percy Julian, Jr. will serve as the keynote speaker. He is an attorney, mediator, arbitrator and shareholder in the firm of Julian & Associates, S. C. in Madison, Wisconsin. He is a graduate of Oberlin College and the University of Wisconsin Law School. For more than thirty-seven years, his litigation, mediation, and arbitration, and dispute resolution training and consulting practice has been centered in the area of complex civil rights, employment, and education matters. He has been involved in cases in Arizona, Florida, Georgia, Illinois, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Ohio, Oklahoma and Tennessee, as well as Wisconsin. Among his dispute resolution clients have been the U. S. Department of Housing and Urban Development (HUD), the U. S. Equal Employment Opportunity Commission (EEOC), the U. S. Postal Services, the National Association of Securities Dealers (NASD) and the National Association of Letter Carriers (NALC), as well as various private companies and individuals.

For more information, contact Dyonne Williams at 615-741-1639.



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Civil Rights . . . Not Just For Some . . . For All

Tennessee Human Rights Commission
530 Church Street, Suite 305
Cornerstone Square Building
Nashville, TN 37243-0745

TENNESSEE



HUMAN RIGHTS
COMMISSION



2005
EMPLOYMENT LAW
SEMINAR

October 4, 2005
7:45 a.m. — 4:00 p.m.

Willis Conference Center
26 Century Boulevard
Nashville, TN 37214

Registration Form
(Please copy for additional Registrants)

Name _____ Organization _____
 Address _____
 Phone _____
 E-mail _____
 Fax _____

To take advantage of Early Bird Registration, we must receive payment by August 30th.
 Early Bird Registration, \$95.00
 Registration deadline — September 21— \$115.00
 Late Registration —after September 21—\$125.00

Continuing education credit: TN CLE 6.5

Please indicate special accommodations needed, if any. _____

Check enclosed for _____ made payable to the Tennessee Human Rights Commission.

*Mail this form and payment to: THRC; 530 Church ST, STE 305; Cornerstone Square; Nashville, 37243-0745 or fax to 615-253-1886. * Cancellations must be made in writing and faxed to 615-253-1886. Fifty percent (50%) of the registration fee will be refunded for cancellations received before September 26, 2005. Cancellations received after September 26, 2005, and no-shows are non-refundable. * Substitutions of members from the same organization are permitted.

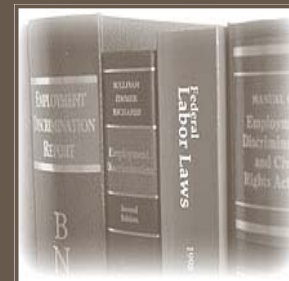
TENNESSEE HUMAN RIGHTS COMMISSION ~ 2005 EMPLOYMENT LAW SEMINAR

7:45 a.m. - 8:15 a.m. Networking Breakfast
 Join us for a continental breakfast. You will have the opportunity to talk with presenters and colleagues before the sessions begin.

7:45 a. m. - 8:15 a. m. Registration
 Sign in and pick up your conference materials.

8:15 a.m. - 8:30 a.m. Welcome
 Spencer Wiggins, Chairman of the Board of Commissioners, THRC
 Amber Gooding, Executive Director, THRC

8:30 a. m. - 9:15 a. m. Opening Plenary Session
 Strategies of Responding to Discrimination Charges Filed with the THRC
 Presented By: Antonio M. Adams, Esq. , Deputy Director, THRC
 Shay Rose, Esq., General Counsel, THRC



TRACK I— Discrimination Law Updates

9:30 a.m. - 10:30 a.m.
 Sexual Harassment In the Workplace
 Presented By: Leslie Bridges, Esq.
Attorney General's Office

10:30 a.m. - 11:30 a.m.
 Religious Accommodations in Today's Workplace
 Presented By: Waverly Crenshaw, Jr., Esq.
Waller Lansden Dortch & Davis

1:00 p.m. - 1:15 p.m. Break

1:15 p.m. - 2:15 p.m.
 Putting a Fresh Face on Age Discrimination
 Presented By: Eddie Wayland, Esq.
King & Ballow

2:15 pm. - 3:15 p.m.
 Employment Discrimination Law Update
 Presented By: Dr. Robert Belton, Esq., Professor of Law, *Vanderbilt University*

TRACK II— Application of the Law

9:30 a.m. - 10:30 a.m.
 Developing and Implementing Effective Personnel Policies
 Presented By: Spencer Wiggins, Vice President, *People Services for Community Education Partners and THRC Chairman*

10:30 a.m. - 11:30 a.m.
 Workers' Compensation Overview
 Presented By: Peter Halverstadt, Esq., Director, Penalty Program, *TN Dept. of Labor and Workforce Development*

1:00 p.m. - 1:15 p.m. Break

1:15 p.m. - 2:15 p.m.
 How to Conduct Internal Investigations
 Presented By: Kim Vance, Esq. ,Vice President and General Counsel, *Tractor Supply*

2:15 p.m. - 3:15 p.m.
 One Companies Approach to Complaint Resolution
 Presented By: Ray Stevenson, CSHRP, Associate Relations Specialist Human Resource, *Goodyear Tire and Rubber*

11:30 a.m. - 12:15 p. m. Join us in the Atrium for Lunch
 12:15 p.m.— 1:00 p.m. Keynote Address
 Percy Julian, Jr., Esq., *Julian & Associates, SC*

3:15 p.m. - 4:00 p.m. Wrap Up & Question and Answer Session